Upcoming Events:

Mindful Mondays
Wilton Center: Interfaith Prayer Room
Mondays from 12-1pm
Open to UR Community

NEW for 2020 - Managers’ Caregiver Support Series
February 3rd from 10-11:30am
Weinstein Hall Brown Alley Room
No registration required

Food For Thought: Resources and Support for Caregivers
February 3rd from 12-1pm
International Center Commons
Please register in UR Talent Web

The Only One In The Room – Employee Only Session
February 3rd from 4-5pm
Weinstein Hall Brown Alley Room
No registration required

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University of Richmond Employee Wellness

How to be Active in the Winter

When temperatures plummet, it’s tempting to position yourself firmly on the couch until the crocuses emerge in early spring. But you shouldn’t let cold weather get in the way of your exercise routine, and you don’t have to.

Rather than using winter weather as an excuse, take it as an opportunity to be more creative about how you approach getting your daily dose of physical activity.

Here are some ideas to help continue working on your fitness goals indoors:

- Walk down the hall in your apartment building, and use stairs instead of the elevator (provided the areas are safe and uncluttered).
- Go to a gym, fitness club or rec center. If you don’t like traditional workouts, most fitness facilities offer a variety of classes and activities, from rock climbing to Zumba to water aerobics, so you’re bound to find something you enjoy.
- Go to an enclosed public space like a shopping mall and do a mall walk.

Create a playlist of your favorite dance songs and dance around your home. A 150-pound person can burn 95 calories dancing for just 15 minutes — that’s four to five songs.

If you haven’t been exercising regularly, increase your amount of physical activity in small increments. Even increasing your exercise by a few minutes a day can make a difference in your health.

Of course, before you start a regular exercise routine, you should consult with your doctor to see if there’s any reason why you should not be physically active.

Being safe and careful
Winter can limit you to indoor activities, because of wet, slippery or icy surfaces. If you fall and injure yourself, you quickly lose any benefit from the exercise.

There are safety concerns indoors, too. Stop exercising and contact your doctor if you experience any of the following symptoms:

- Lightheadedness or dizziness
- Shortness of breath (dyspnea)
- Chest pain
- Heart palpitations (irregular heart beat
- Sudden unexplained weakness one side of the body

Although it might be a little harder to push yourself during the winter, working out is likely to bring dividends in the spring.

If you keep up your physical activity in the winter, you’re more likely to have the health and mobility to really enjoy the warmer weather when it returns.

Source: Rush.edu
Healthy Cooking: Flourless Black Bean Brownie Muffins

**Ingredients:**
1 15 oz. can black beans, rinsed and drained
3 eggs
1/2 cup maple syrup or honey
2 tbsp. melted coconut oil
1 tsp. vanilla extract
1 tbsp. brewed coffee to enhance flavor (optional)
1/2 cup cocoa powder
1 tsp. baking powder
1/4 tsp. salt
1/3 cup dark chocolate chips

**Directions:**
1. Preheat oven to 350F. Line a 12 cup muffin tin with liners and spray the inside of each with cooking spray.
2. Place black beans and 1 egg inside a food processor and blend until smooth. Add the other eggs, maple syrup, coconut oil, vanilla, and coffee and blend again.
3. Add cocoa powder, baking powder, and salt, and blend until smooth.
4. Gently fold in chocolate chips.
5. Divide batter evenly between cups (ideally between 12), and add some extra chocolate chips to the top.
6. Bake for 25 minutes or until an inserted toothpick comes out clean. Let cool for 10 minutes before allowing to cool completely on a wire rack.
7. Enjoy or put in the fridge to enjoy later!

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YOU R Compliance Connection with Kris Henderson, Director of Compliance and Title IX Coordinator — Education Is Key to Compliance!

As a member of our campus community for over 20 years, I know how essential education is to our entire community. It would be very difficult to follow a policy or regulation if you did not know what the policy or regulation covered. That is why education is so key to a strong compliance program. Did you know that the Office of Planning and Policy is leading an initiative to collect and catalogue all University policies and create a Policy Library to allow the UR community easy access to this important information? You can visit the Policy Library at [https://policy.richmond.edu/library/index.html](https://policy.richmond.edu/library/index.html)

While still a work in progress, the Policy library enables the UR community to readily retrieve the most current versions of University policies. If you need information from the most recent Travel Policy, it’s in there. If you want to know what your responsibilities are under the Code of Ethics and Integrity, that’s in there too. To date, the focus has been on creating a collection of University-wide policies, and more policies are being added continually. The Policy Library webpage also includes links to key policy documents and resources.

Visitors to the Policy Library are offered the option to search by key words, responsible office, or by the University official responsible for the policy. For example, by entering the word “expense” into the key word search, visitors are provided with links to the Travel Policy, Business Meals and Entertainment Policy, and the Use of University Funds and Financial Responsibilities Policy.

Offices that want to include policies on their webpages can link directly to the language in the policy library to help ensure that they always have the most updated version of the policy. That means if a compliance policy, for example, is changed, the Policy Library automatically updates other websites with the most current version of the policy. The Policy Library is a valuable tool in educating our campus community about the important policies that impact our daily work.

**If you have a question about a policy, or your department has policies that should be included in the library, please contact Lori Schuyler at lschuyle@richmond.edu.**
Educational Corner: Heart Health

February is American Heart Month as requested by Congress and first proclaimed by President Lyndon B. Johnson on December 30, 1963. At that time, about 50 percent of the deaths in the United States were caused by heart disease. Considerable progress has been made since then, thanks to widely adopted lifestyle changes, such as smoking cessation, more effective treatments for high cholesterol and high blood pressure, technological advances to treat blocked arteries and damaged heart muscle, and better systems of care. Yet today, cardiovascular disease is still the number one cause of death in the United States, and the rate of decline in the annual death rate from heart disease has plateaued in recent years.

Heart disease is also the number one cause of death in women, higher even than cancer. While 1 in 31 American women dies from breast cancer each year, 1 in 3 dies of heart disease. Ninety percent of women have one or more risk factors for developing heart disease. Symptoms of a heart attack tend to differ in women than men, and include shortness of breath, back pain, jaw pain, and nausea, leading to delays in seeking life saving medical care. The American Heart Association’s national movement to end heart disease and stroke in women, Go Red for Women, highlights the need to raise awareness of cardiovascular disease among women, and to take steps to prevent and treat it.

There is much we can do as individuals and as a society to prevent heart disease and improve outcomes. Eat a nutritious diet. Read food labels. Watch your calories. Lower your intake of sugar, as is found in many sweetened beverages. Obesity is a cause of diabetes, and diabetes is a leading cause of heart disease. Be careful about fatty foods, as these increase blood cholesterol levels and can lead to blockages in your heart’s arteries. Know your blood pressure, and if it is high, seek treatment from your health care provider. Recent guidelines have changed the definition of high blood pressure to a level greater than 120 over 80, because the risk of heart disease, stroke, and kidney disease increases when blood pressure is higher than that. If you have high blood pressure, be careful about salt and avoid the salt shaker, and limit foods enriched with sodium such as processed foods, canned soups, and even bread. Get out and exercise. Just 30 minutes of moderate exercise, such as walking briskly, five times per week has benefits. Don’t smoke, and if you do, try to stop on your own or seek professional help.

As a society, we have benefitted from policies that limit smoking, including smoke free restaurants and other public places. Heart disease affects all of us. It is more prevalent in socioeconomically depressed areas. We need to ensure that all of our communities have access to healthy foods and safe places to exercise. Importantly, our common goal should be to make sure that all Americans have access to affordable health care, so that cardiovascular and other diseases are identified early and treated effectively.

Source: Dartmouth-Hitchcock Medical Center
Why is dark chocolate better than milk chocolate? First, you have to know the composition of the different types of chocolate. Dark chocolate contains 50-90% cocoa solids, cocoa butter, and sugar, whereas milk chocolate contains anywhere from 10-50% cocoa solids, cocoa butter, milk, and sugar. The higher percent of cocoa solids means the more flavanols that the chocolate contains. Flavanols act like antioxidants and have been found to help protect your heart. Dark chocolate contains up to 2-3 times more flavanol-rich cocoa solids than milk chocolate. Dark chocolate has also been shown to relax your blood vessels and improve blood flow, therefore lowering blood pressure. Studies have found that 6 grams of dark chocolate daily (1-2 small squares) have been associated with the reduced risk of heart disease. Additionally, dark chocolate is rich in iron, copper, magnesium, zinc, and phosphorus.

Don’t forget that dark chocolate is high in calories, ~150-170 calories per ounce, which can contribute to weight gain if eaten in excess. Even though it has beneficial properties, make sure you eat it in moderation.